

**R277. Education, Administration.**

**R277-308. New Educator Induction.**

**R277-308-1. Authority and Purpose.**

(1) This rule is authorized by:

(a) Utah Constitution Article X, Section 3, which vests general control and supervision over public education in the Board;

(b) Subsection 53E-3-401(4), which allows the Board to make rules to execute the Board's duties and responsibilities under the Utah Constitution and state law; and

(c) Section 53E-6-201, which gives the Board power to issue licenses.

(2) The purpose of this rule is to establish requirements for induction of new educators.

**R277-308-2. Definitions.**

(1) "LEA" includes, for purposes of this rule, the Utah Schools for the Deaf and the Blind.

(2) "Mentor" means an educator with a professional educator license who is trained to advise and guide the development of a new educator.

**R277-308-3. LEA Induction Programs.**

(1) An LEA shall provide an induction program:

(a) for educators holding an associate educator license;

(b) for at least three years for educators holding an LEA-specific educator license; and

(c) for educators holding a professional educator license with less than three years experience.

(2) An induction program under Subsection (1) shall include, at a minimum:

(a) a documented professional learning plan, differentiated for each educator;

(b) LEA support in meeting the requirements of a professional license;

(c) mentor observation and feedback for each educator beginning early in the

program;

(d) principal observation and feedback for each educator as required by Rule R277-533;

(e) on-going training on educator ethics and special education; and

(f) assistance in meeting the pedagogical requirements described in Subsection R277-301-5(5).

(3) An induction plan under Subsection (1) shall provide a new educator with a trained mentor educator with a professional educator license who shall, where possible:

(a) perform substantially the same duties as the new educator with release time to work as a mentor; or

(b) be assigned as an instructional coach or equivalent position.

(4) A trained mentor educator under Subsection (3) shall assist the educator to meet the Utah Effective Educator Standards established in Rule R277-530, but may not serve as an evaluator of the educator.

(5) A trained mentor educator may not have responsibility to evaluate a new educator for whom the educator acts as mentor.

(6) An LEA and a Utah approved university-based education preparation program may partner in implementing the induction program required by Subsection (1).

(7) The Superintendent shall:

(a) develop a model induction program, including model competencies for mentors;

(b) provide training for mentors based on the competencies developed in accordance with Subsection (7)(a);

(c) provide training for principals to oversee and support mentor training; and

(d) facilitate the sharing of best practices between LEAs.

**KEY:**

**Date of Enactment of Last Substantive Amendment: 2018**

58 **Authorizing, and Implemented or Interpreted Law: Art X Sec 3; 53E-3-401(4);**  
59 **53E-6-201**